

2025 IMPACT REPORT

Architectus acknowledges Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the lands on which we live, work and learn.

We honour their unique cultural and spiritual relationships with the lands, waters, skies, and communities, and pay our respects to Elders past and present.

A MESSAGE FROM OUR CEO

At Architectus, impact is at the heart of how we work, spelled out clearly in our shared purpose:

We design to make a positive and lasting impact on people, cities, and communities.

[Learn more about Architectus here](#)

That's one of the reasons we're so excited to release our 2025 Impact Report – our first collective effort to bring together all the important work we've been doing on our projects, within our practice, and across our wider industry in the areas of Environment, Social, and Governance (ESG) impact.

The Impact Report is our way of holding ourselves to account while sharing our priorities and aspirations with clients, collaborators, and the wider community.

Looking back on the year, we made great progress in expanding our in-house capability in Environmentally Sustainable Design (ESD), progressing our Reconciliation Action Plan (RAP), increasing our knowledge and experience in inclusive design, and investing in social initiatives that matter to us.

On other fronts, we've got lots of work ahead of us, including helping our clients meet climate challenges through smart, sustainable design.

Designing with impact is an ongoing opportunity for us to listen, learn and grow – something we'll continue to do as we reflect on our past performance and our ambitions for the future.



Ray Brown
CEO

*All information in this report relates to calendar year 2025 unless otherwise noted.



01



Environment

Pages 5-15

02



Social

Pages 16-25

03



Governance

Pages 26-32

01



ENVIRONMENT

OUR FOCUS AREAS FOR 2025

“This report is an important opportunity to reflect on the progress we’re making towards more sustainable outcomes across our projects. It underscores our commitment to embedding sustainability in everything we do as a practice.”

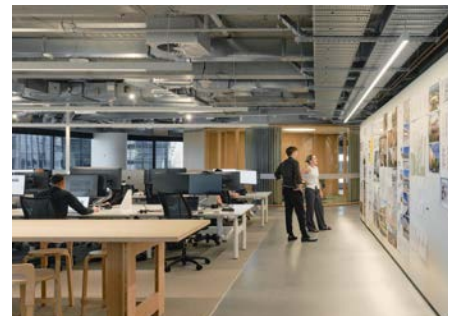
— Nigel Justins, Principal, Sustainability



01

Adaptive reuse + asset renewal

Advocating for asset renewal – a key priority globally, with projections showing two-thirds of the world’s built environment in 2040 will consist of structures that already exist today



02

Toward net zero

Reducing waste and carefully selecting materials to de-carbonise the built environment



03

Electrification of buildings

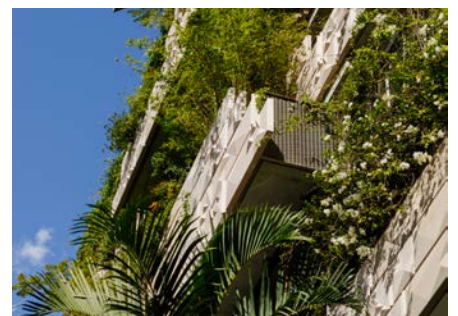
Focusing on all-electric buildings as Australia moves towards a net-zero carbon future



04

Material selection

Placing greater emphasis on the products we specify, recognising the importance of the circular economy



05

Green Star

Delivering Green Star accredited projects across the practice and investing in our people through training and accreditations

Environment

Adaptive reuse + asset renewal

 Click on the images to learn more about our projects.

Renewal projects completed

242 Exhibition Street
Melbourne, VIC



90%

of commercial de-fit
diverted to recycling
instead of landfill

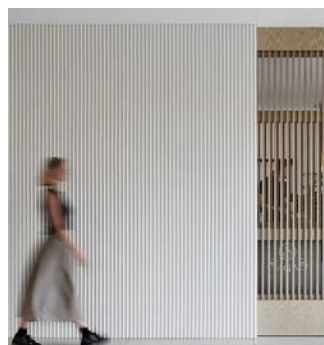
Castlemaine Learning Hub
Melbourne, VIC



6 months

construction time to convert
an existing hospital wing
into a cutting-edge training
space for the caring
economy

380 St Kilda Road
Melbourne, VIC



1,450m²

of carpark converted to
office space

Q-CTRL Global HQ
Sydney, NSW



1,100m²

heritage factory
transformed into the first
standalone quantum
technology facility in
Australia

52 Goulburn Street
Sydney, NSW



REUSE

of floor tiles, stainless steel
escalators, and stainless
steel lobby portals by
retreating and resurfacing
materials on site

McMahon Services
Adelaide, SA



3,000m²

Existing shed re-imagined
as a next-gen workplace

Renewal projects in progress

Powerhouse Ultimo Renewal
Sydney, NSW



50%

reduction in upfront carbon
and an additional 16,800
tCO₂-e saved through
design development

4,264m²

heritage industrial brick
buildings restored and
reused as an arts precinct

Environment

Toward net zero | Projects

With three of our large-scale studios undergoing major renovations, we took the opportunity to reduce our carbon footprint and develop new partnerships that can help us meet our zero carbon goals.

Studio fitouts

Sydney

100,602kg

CO2-e saved compared to a business as usual fitout

- Engaged Slattery to conduct full analysis of the upfront embodied carbon of fitout works
- The outcome: 60% reduction in embodied carbon compared to a typical fitout

Melbourne

92%

Estimated recycled content from de-fit

- Partnered with Revert Group to develop a sustainable de-fit plan for the existing studio materials
- The outcome: 6,500kg of total estimated weight diverted from landfill

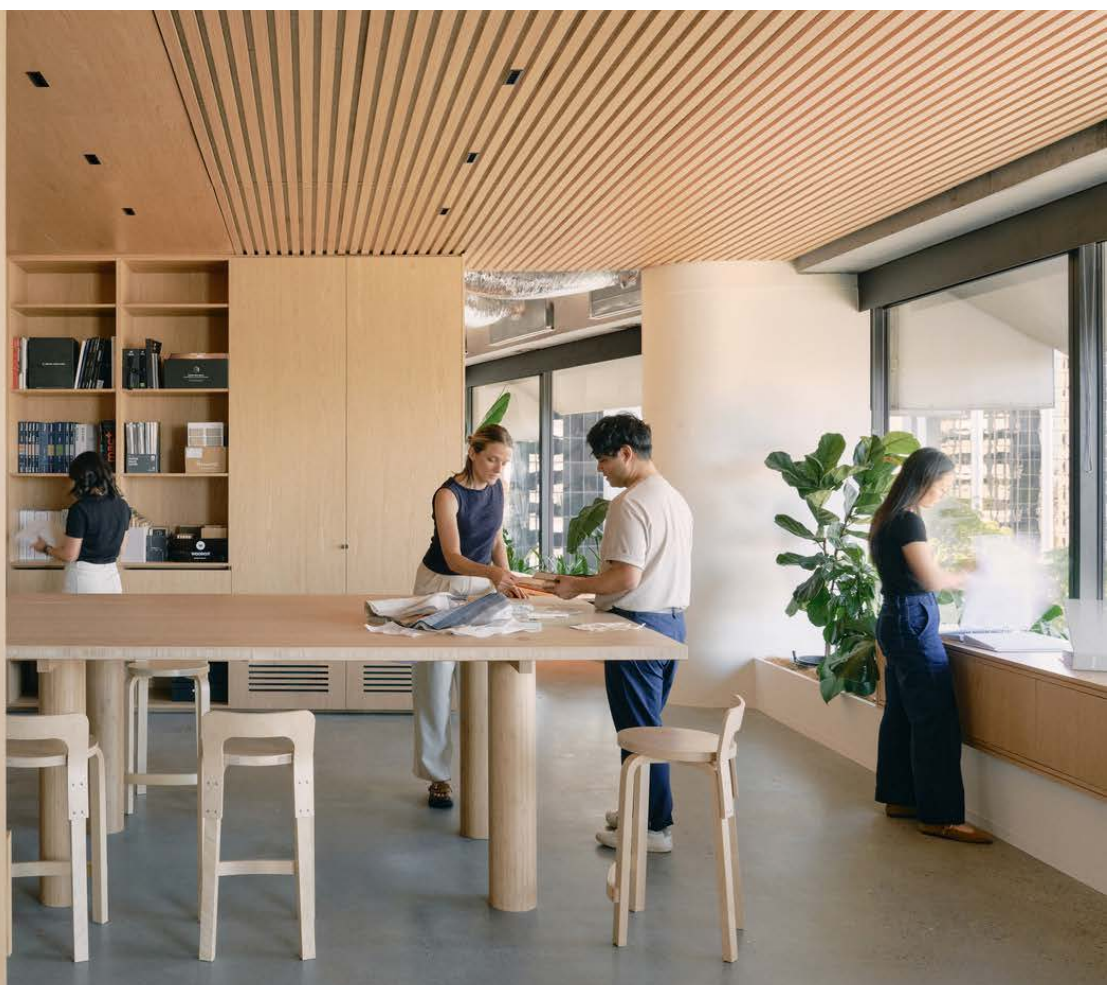
Brisbane

5x

Less energy to manufacture the bamboo partitions compared to traditional partition material

- 94% of defit diverted from landfill by partnering with Project Net Zero
- 25% of defit materials donated to charities
- 15,495kg of CO2-e saved compared to a business as usual fitout

For the Architectus Brisbane Studio fitout, we specified Australia's first bamboo partition system. Read more about the material [here](#).



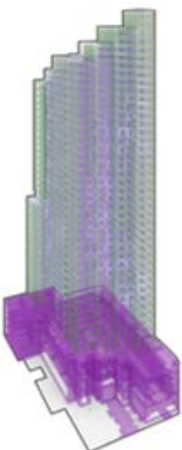
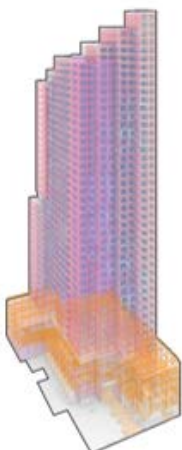
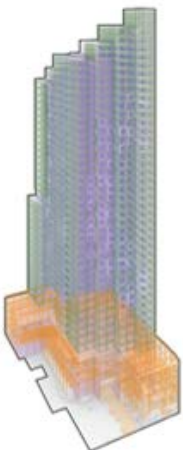
Environment

Toward net zero | Capability

As architects we have a pivotal role to play in reducing upfront carbon. The sooner we consider this in the design process, the greater the impact.

We've been developing our own carbon measuring capability, tailored to maximise the benefit of measuring at the front end of the project lifecycle for the greatest impact in reducing carbon.

Testing the tool on a residential design competition, we measured the embodied carbon of different structure and façade types. For the façade we compared terracotta with an aluminum cladding system, and for the podium structure we looked at hybrid mass timber options. The study quantified the total carbon reduction associated with the various design options and helped identify the lowest carbon option, with a 20% reduction compared to the base case.

Carbon Base Case		Terracotta Façade	Delta Beam CLT Podium	Terracotta Façade + Delta Beam CLT Podium		
FACADE	Tower <i>Aluminium:15000(t)</i> Podium <i>Concrete Façade: 2679(t)</i>	Tower <i>Terracotta: 12750(t)</i> Podium <i>Concrete Façade: 2679(t)</i>	Tower <i>Aluminium: 15000(t)</i> Podium <i>Terracotta: 1829(t)</i>	Tower <i>Terracotta: 12750(t)</i> Podium <i>Terracotta: 1829(t)</i>	FACADE	
	Podium <i>Concrete Beams and Slabs: 6812(t)</i>	Podium <i>Concrete Beams and Slabs: 6812(t)</i>	Podium <i>Delta Beam and CLT Beams & Slabs: 5043(t)</i>	Podium <i>Delta Beam and CLT Beams & Slabs: 5043(t)</i>		STRUCTURE
Total Carbon: 24489(t) Carbon Intensity Added: 36850m2 GFA 665(kg/m2)		Total Carbon: 22239(t) Carbon Intensity Added: 36850m2 GFA 604(kg/m2) Carbon Reduction 9.2%	Total Carbon: 20923(t) Carbon Intensity Added: 36850m2 GFA 568(kg/m2) Carbon Reduction 14.6%	Total Carbon: 19622(t) Carbon Intensity Added: 36850m2 GFA 533(kg/m2) Carbon Reduction 20%		
						

Environment

Toward net zero | Operations

Given the urgency of climate change, we've made a clear commitment to carbon neutrality and have been Climate Active certified since FY21. Our approach to ongoing certification is to demonstrate a commitment to reducing operational emissions through our Emissions Reduction Strategy, then offsetting what we haven't eliminated yet.

We measure our commitment to net zero at two levels, with near and long terms goals.

Our near-term emissions reduction targets are:

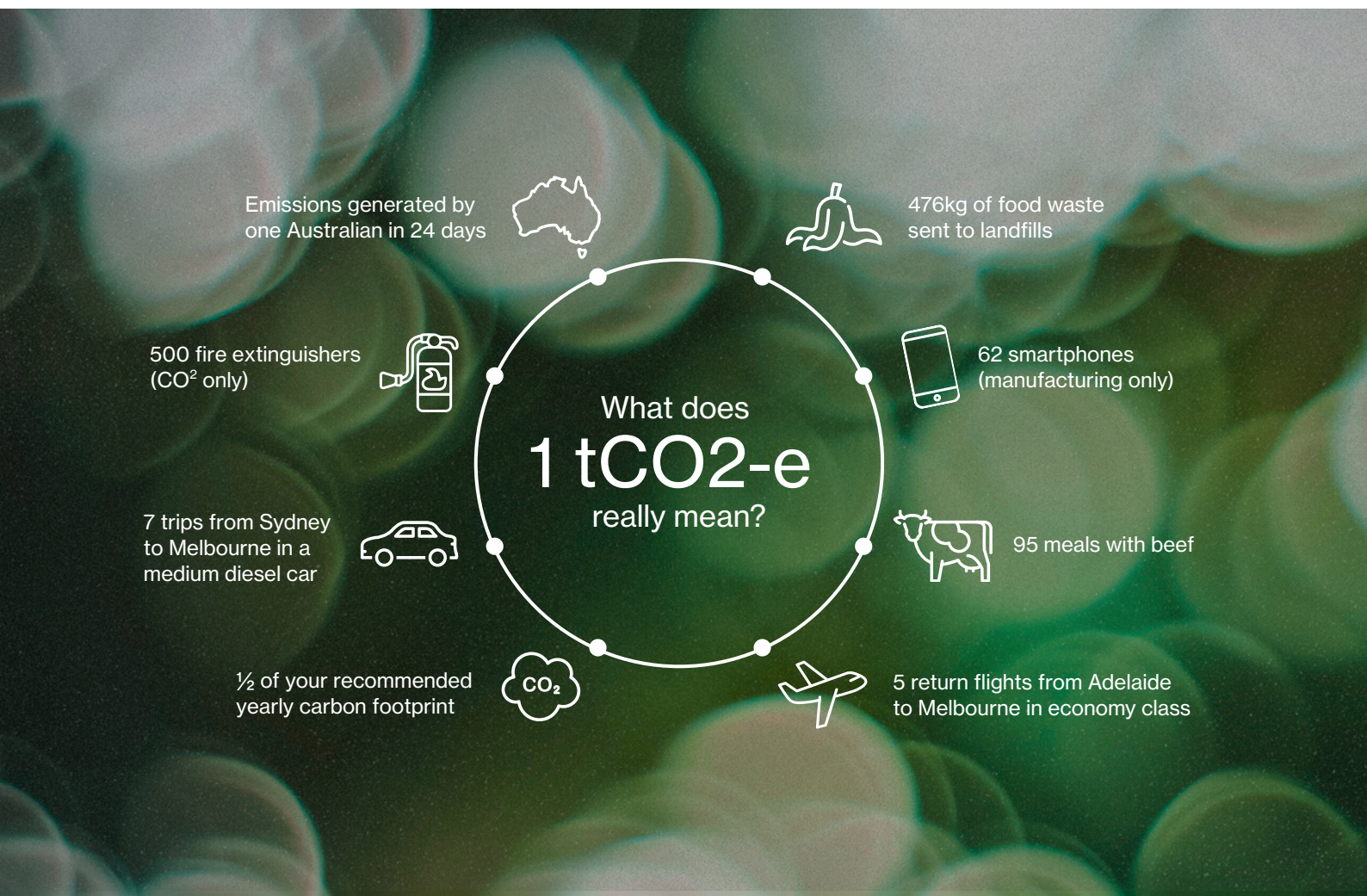
- a 50% reduction in scope 2 emissions by 2030, and
- a 45% reduction in scope 3 emissions by 2030.

Over the long-term, we've set the following target for achieving absolute net zero emissions:

- a 95% reduction in combined emissions by 2050.

These targets are set against the FY23 (recalculated) baseline year and have been modelled following the guidelines set by the Science Based Targets initiative (STBi).

We acknowledge achieving this target will not be easy. It will require more than operational changes alone, needing a whole of business approach, supply chain transition, and adoption of market innovations alongside our own internal initiatives.



Environment

Toward net zero | Operations

Our FY25 performance

Architectus recorded gross emissions of 3,526.8 tonnes of carbon dioxide equivalents (tCO₂-e), representing a year on year (YoY) increase of 5.5%, following a 6% reduction in FY24.

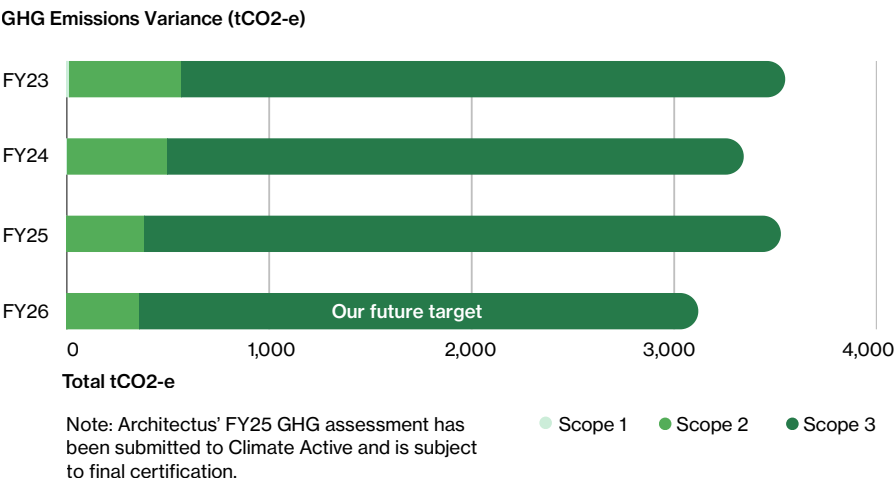
This increase is primarily attributable to improved data categorisation and greater accuracy in the identification of emissions sources, rather than a material increase in operational impact.

Scope 2 emissions decreased by 22.1% year on year, reflecting improvements in purchased electricity across our premises. However, our Scope 3 emissions increased by 10.4%.

While our spend on professional services declined, emissions associated with Information and Communication Technology (ICT) services increased year on year (FY24-25). They now represent 35.5% of total gross emissions, making this the highest emitting category.

Each year we offset 100% of the carbon emissions we do not eliminate from our operations. In this reporting year, carbon credits purchased included a significant investment in the Mapoon Carbon Project in Cape York, QLD. The project is registered under the Australian Carbon Credit Unit (ACCU) Scheme and is managed by local Traditional Owners and rangers. It focuses on reducing the incidence and intensity of late season wildfires through Savanna fire management and provides employment for the local community.

Looking ahead, we have set ambitious goals as part of our ongoing emissions reduction strategy. If they're achieved, we aim to reduce our operational greenhouse gas emissions by 6% (scope 2) and 12% (scope 3) in the next reporting period, FY26.



FY25 GHG emissions reductions

86%

Decrease YoY in waste, through better base-build systems in our studios and staff education

22%

Decrease YoY in scope 2 electricity

50%

Decrease in ICT services and equipment, against baseline year FY23

44%

Decrease YoY in travel (air), influenced by a shift in airfare mix

32%

Decrease YoY in travel (land and sea)

13%

Decrease YoY in short-haul economy flights

54%

Decrease in working from home emissions, against baseline year FY23

100%

Decrease YoY in motor vehicles, with fleet now fully retired

Environment

Electrification of buildings

 Click on the images to learn more about our projects.

Our future will be powered by renewable energy, so our built environment needs to electrify. Our hero projects for 2025 are below.

**Peninsula Hospital Development,
Frankston, VIC**



Completed in 2025, it's the first all electric hospital extension in Victoria, with the addition of nearly 1,600 solar panels.

**UNSW Health Translation Hub,
Randwick, NSW**



The world-class Health Translation Hub features more than 35,600m² of fully electrified space.

**Melton Hospital,
Melbourne, VIC**



Now in progress, Melton will be Victoria's first all electric new hospital, designed in collaboration with Design Inc.

500+

All electric homes are in progress on Elgin Towers, Lorimer Street and Bell-Bardia in Victoria as well as Perth's Smith St development.



Elgin Towers, Melbourne, VIC

Environment

Material selection

 Click on the images to learn more about our projects.

The decisions we make as designers will only become more important as we make the transition from a linear to a circular economy.

In 2025 our Circular Economy Working Group:

- Continued to develop comprehensive guidelines and protocols to integrate circularity in our designs, on track for practice-wide launch in 2026
- Provided ongoing contributions to the Product Aware initiative of Architects Declare, creating a transparent database – now 1000+ products – where suppliers can outline their environmental credentials
- Rolled out our 'library champion' program across our major Australian studios to ensure we align products and materials in our studio libraries to the Product Aware database
- Changed our own standard documentation to replace demolition plans with de-fit plans, and now require suppliers to consider repurposing of materials as part of their Environmental Management Plans

Next-Gen materials in projects 2025



Architectus Studio, Brisbane, QLD

We collaborated with Assemble Studio, makers of Australia's first bamboo partition system, on installation of a biodegradable and fully demountable partition system.



O Pavilion, Sydney, NSW

This building on the Optus Macquarie Park campus used ASH's MASSLAM 38 – Plantation Oak glue-laminated hardwood mass timber beams.

Green Star – notable new additions



Sunshine Signal Control Centre
Sunshine, VIC

- 6 Star Green Star certification
- 92% reduction in potable water use
- 86% improvement in greenhouse gas emissions compared to a standard practice building



443 Queen Street
Brisbane, QLD

- 6 Star Green Star Design and AsBuilt v1.2 Design Review certification
- Estimated 60% reduction in energy consumption
- Designed in collaboration with WOHA



Kangan Institute Health and Community Centre of Excellence
Broadmeadows, VIC

- Highest ranked 5 Star Green Star building in Victoria
- Delivered in partnership with Hutchinson Builders



Barangaroo Station
Sydney, NSW

- 6 Star As-Built rating using the Green Star - Custom (Sydney Metro) Tool
- Seawater-based heat rejection system, eliminating consumption of potable water
- Designed by Foster + Partners with Architectus as executive architect



Allianz Australia
Adelaide, SA

- 6 Star Green Star certification using Green Star-Interiors v1.3



40+

certified Green Star projects completed to date, including Sydney Modern. Twelve of these achieved a 6 Star Green Star rating, denoting 'world leadership' in sustainable built environment projects

In-house expertise

10

Sustainability Champions at Architectus completed Green Star Associate level training

15

Green Star accredited professionals now active in our practice, meeting compliance requirements and bolstering our capacity to help teams seek formal accreditation of projects

187

Project sustainability reviews were completed, 55% above target

Environment

01

Embedding it early

Making sustainability a foundational design principle on all projects through an integrated design inception process while championing the broader Architectus sustainability framework

02

Reducing environmental waste

Supporting a shift towards a 'defit over destruction' mindset, replacing Demolition Plans with Environmental Management Plans that identify items for reuse and repurposing

03

Increasing supply chain transparency

Expanding Product Aware coverage to 75% of our studio materials libraries and prioritising Product Aware professional development with suppliers

04

Contributing to a circular economy

Embedding circular design principles in our design processes and increasing our participation in product stewardship initiatives

05

Moving toward Net Zero

Reducing our operational greenhouse gas emissions by 6% (scope 2) and 12% (scope 3) year on year

OUR AIMS
FOR 2026

02



SOCIAL

OUR FOCUS AREAS FOR 2025

“Our social impact is a reflection of our values in action – how we operate as a practice, how we design, and how we engage with communities connected to our work. Together, we’re taking deliberate steps to achieve outcomes that are enduring, meaningful and genuinely beneficial.”

— Hayley McIntyre, Group Operations and Corporate Responsibility Leader



01

Reconciliation

Embedding reconciliation and designing with Country into our culture, deepening our established relationships with Aboriginal and Torres Strait Islander peoples, and forming new relationships to support our shared ambitions for reconciliation



02

Community + social impact

Continuing to support grassroots and not-for-profit organisations that contribute to communities across Australia



03

Inclusive design

Designing for inclusion, accessibility, and wellbeing – creating spaces that are welcoming and uplifting not just for some but for all

Social

Reconciliation | Our RAP

“We’re proud of our progress since launching our Reconciliation Action Plan (RAP) in 2020, and we’re enthusiastically reinforcing our commitment to reconciliation with our new Innovate RAP.

With Reconciliation Australia’s support, we’re taking some time to implement innovations we’ve made to the way we practice, to further embed designing with Country into our projects and to further nurture our relationships with Aboriginal and Torres Strait Islander peoples in all aspects of our work.”

— Mary Papaioannou,
Architectus RAP Group Champion

Our vision for reconciliation

Our vision for reconciliation sees Australia as a united society that honours the importance of Aboriginal and Torres Strait Islander peoples, understanding and respecting their unique cultural and spiritual relationships to the lands, waters and seas and their rich and continuing contributions to society.

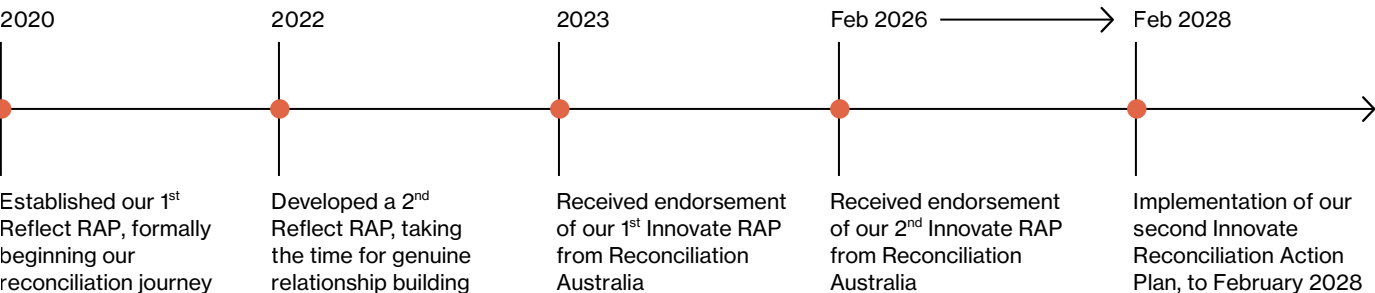
For our practice this means embracing a design process enriched by deep engagement and collaboration with Aboriginal and Torres Strait Islander partners to create places that have a positive and lasting impact. To achieve this, we need to embed designing with Country principles into our design culture, procedures, and reporting.

For our team this means fostering a culturally safe and equitable workplace that welcomes the voices of Aboriginal and Torres Strait Islander peoples and supports everyone to reach their full potential. An important demonstration of our commitment to reconciliation is creating opportunities for cultural learning and embedding these lessons into our work.

[Read our Innovate RAP here](#)



Above:
Joseph Ruska from Tribal Experiences gives the Welcome to Country at the Brisbane Studio opening on Turrbul and Jagera/Yuggera Country.



Social

Reconciliation | Our journey so far

Over time, our Reconciliation Action Plan (RAP) has provided us with a framework for prioritising and integrating reconciliation into our practice and design process by working together with First Nations designers and collaborators. As a result, we approach our work differently, with totally new initiatives now in place across many aspects of our business.

Some examples include:

- We developed Pathways: A Guide to Designing with Country, now formally embedded in our practice-wide design processes.
- We established a First Nations Tertiary Student Scholarship to the value of \$20,000 annually, committing to three years of funding for students at The University of Melbourne.
- We formed a consortium to sponsor the First Nations Runway at Melbourne Fashion Festival since 2022.
- We expanded our National Reconciliation Week events to create a First Nations Speakers series accessible to all our staff in all locations.
- We hosted four First Nations student interns through Career Trackers – two of whom have continued to work with us beyond their initial placement.
- We emphasise the importance of designing with Country in our annual Design Charette and invite Traditional Custodians and other knowledge holders to participate.
- We invite Traditional Owners to perform a Welcome to Country at important events and significant moments for our projects.
- We offer all staff members the opportunity to participate in cultural learning programs.
- We introduce all new staff members to our RAP as an essential part of the onboarding process.
- We surveyed our staff about the impact of our RAP, asking them what kind of activities, training and resources they would most benefit from – and we are in the process of acting on that feedback.
- We incorporated more First Nations practices and suppliers in our Approved Subconsultant Register.
- During FY25, 4% of our total third-party spend supported social enterprises and Aboriginal and Torres Strait Islander-owned and operated businesses, directly contributing to employment opportunities for Aboriginal and Torres Strait Islander peoples.

“While many organisations are committed to diversity in the future of the workforce, few make a real, tangible investment in the way that Architectus has through this scholarship.”

— Professor Julie Willis, Dean of the Faculty of Architecture, Building and Planning, The University of Melbourne

Below:
Harkness Memorial Park
breaking ground ceremony,
image courtesy of The Greater
Metropolitan Cemeteries Trust.
(Photographer: Nicole Reed)



Notable Country-connected projects in 2025



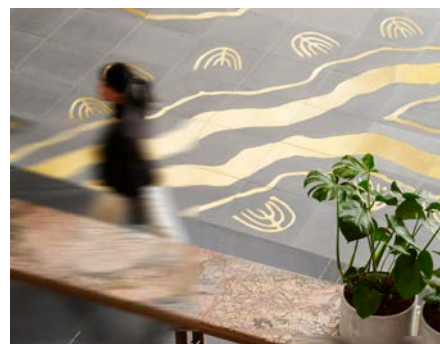
VSBA schools
Melbourne, VIC

We've recently designed five new public schools for the Victorian School Building Authority, collaborating with cultural advisor Kat Rodwell and consulting the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation, Wadawurrung Traditional Owners Aboriginal Corporation, and Bunurong Land Council Aboriginal Corporation.



Barangaroo Harbour Park
Sydney, NSW

Architectus is part of the First Nations-led AKIN design team, winners of the NSW Government's Barangaroo Harbour Park Design Competition – set to turn a prime stretch of waterfront on Gadigal Country into a place of connection, reconciliation, and regeneration.



242 Exhibition Street
Melbourne, VIC

Our renewal of the 242 Exhibition Street building and precinct on Wurundjeri Country features a collaborative, integrated artwork by First Nations artist Simone Thompson inspired by the river and its commerce – the song of water.



Design Charrette 17
South East Queensland

Innovative ideas from our annual Design Charrette demonstrate that the best planning and development for the future of our cities and regions – including the lands of the Turrbal, Yuggera, Bundjalung and Gubbi Gubbi, our focus in 2026 – work with our natural environment, not against it.



Medibank Workplace
Wollongong, NSW

Our design for the Medibank Wollongong workplace on Dharawal Country reflects deep engagement with the Dharawal community, including a dedicated on-Country day to listen to and learn from the Traditional Custodians, who shared their contemporary and historical stories and insights.



O Pavilion
Sydney, NSW

A deep respect for Country guided the design process for the O Pavilion at Optus Macquarie Park on Dharug Country. Through our partnership with Indigenous design and strategy agency, Balarinji, the project acknowledges the cultural heritage of the Wallumadegal clan and the ecological significance of the land.

Social

Community + social impact

Supporting homeless youth

In 2025 we continued to build on our community and social impact work, including through our longstanding national partnership with the [Property Industry Foundation](#). They're dedicated to building homes and improving the lives of homeless and at-risk youth alongside partners in the property and construction industry.

"I believe shelter is a basic human right and our contribution, big or small, can really make a tangible difference. When young people live in safe housing and have the right support, the benefits ripple across society as they find employment, create stable relationships and contribute to our communities."

— Gillian Donaldson, Architectus Group Director and Property Industry Foundation NSW Beneficiaries Review Committee Member

2025 impact



\$400K+

total event fundraising for the NSW Tour de PIF cycling race, with Architectus as major sponsor again in 2025

[Watch the 2025 Tour de PIF Highlight Video on YouTube here](#)

14

years Architectus has been a partner of the Property Industry Foundation



\$85K+

directly contributed to the Property Industry Foundation through sponsorships, fundraising and donations

4th

consecutive year as sponsor of the Victorian Property Industry Foundation Golf Day



\$28K

raised through our own annual fundraising event, the Archi-Auction, led by REACH young professionals and featuring works created or donated by staff, with 100% of profits going towards the foundation

87

employees from across Architectus participated in the foundation's events, working bees and committees

Social

Community + social impact

Advocacy in action



We advanced our commitment to equity and inclusion by upgrading to the highest-level membership with Parlour, an advocacy group working to advance gender equity in architecture and the built environment.



We continued to sponsor Architecture with Pride and hosted events and activities in our studios to support MidSumma in Melbourne and Mardi Gras in Sydney.



We formed a new partnership with Two Good Co., which supports, empowers and employs women experiencing or at risk of homelessness, domestic violence and complex trauma.



We continued our monthly volunteer program at the Early Bird Cafe, a charity serving hot breakfast and drinks to disadvantaged people in Sydney's CBD.



We became a major sponsor of the Innovation in Design category at NAWIC's 2025 Awards for Excellence. The awards recognise the achievements of women in our industry.



We joined 50 Australian property, construction and design practices launching a joint initiative aimed at supporting young women exploring careers in construction.

[Read more in our article here](#)



Thirteen women from Architectus were selected for the PCA's 500 Women in Property 2025 cohort.

[Read more on our LinkedIn here](#)

Safe places for vulnerable people

Over the past year we expanded our knowledge and understanding of trauma-informed design principles, applying them to the spaces we create to support the emotional and physical safety of vulnerable people within the built environment.



Ruah Centre

Western Australia's first safe, purpose-designed centre for families fleeing domestic violence was awarded the Jeffrey Howlett Award for Public Architecture and the Brian Kidd Enabling Architecture Prize at the 2025 AIA WA Architecture Awards.



Family Violence Courts

We collaborated with Court Services Victoria on four of the state's 13 Specialist Family Violence Courts – the first of their kind in the nation – with Sunshine completed this year and Geelong and Broadmeadows well advanced.



1. Geelong Specialist Family Violence Court
2. Shepparton Law Courts
3. Sunshine Law Courts + Specialist Family Violence Court
4. Broadmeadows Specialist Family Violence Court

Social Inclusive design

Accessible + welcoming spaces for all

As a practice, we're focused on designing buildings and spaces that are accessible and welcoming to people of all ages, abilities, backgrounds, and cultures – and we're putting this commitment into action in our projects and research. We believe inclusive design solutions enhance the physical and mental health and wellbeing of all communities.

\$50K

over 3 years for inclusive schools research

We're contributing to valuable research on inclusive school design through a [University of Melbourne LEaRN](#) initiative, with grant funding from the Federal Government's Australian Research Council.

The LEaRN network brings together international experts across disciplines and sectors to explore and enhance physical learning spaces. Along with partners, our practice is supporting one of their latest initiatives, integrating previously isolated knowledge from the architecture, education, and health spheres.

The work will generate more evidence-based guidance for architects, educators and policymakers involved in designing or modifying mainstream schools, making it easier and more fulfilling for students with disabilities to participate.

600+

Mix of social + affordable homes in progress across VIC, NSW and WA, along with 700+ feasibility studies for social housing in VIC

A-UX

Our designers and digital experts collaborated with Aspect (Autism Spectrum Australia) and other groups to create [A-UX](#) – an immersive simulation that helps people with disabilities and anxiety understand and navigate complex spaces before using them.

This tool is incorporated into [bespoke 'sensory spaces'](#) we designed to be inserted into busy airport environments, giving people a calm place to reset.

We're now focused on how we can introduce these practical spaces to Australian and international airport operations. At Sydney Airport, our design thinking is being employed in a project already under way.

“When you design an airport for people with disabilities, particularly intellectual disabilities, you're actually creating a positive travel experience for everyone.”

Principal and Sector Leader Aviation
Karl Traeger, the driving force behind our A-UX platform



After already completing the QLD Rail Station Design Manual, setting out best practice in inclusive design, our rail team worked with the Cross River Rail Accessibility Reference Group to custom design [new seating for Roma Street Station](#) that would provide the highest level of accessibility. Taking it one step further, we created space for guide dogs too.

01

Reconciliation

Embedding Pathways: A Guide to Designing with Country across our design projects and processes, and separately establishing a structured engagement and cultural learning path, to strengthen relationships with Aboriginal and Torres Strait Islander stakeholders and build the capability of our staff

02

Community + social impact

Exceeding \$100k in direct contributions to the Property Industry Foundation through sponsorships, fundraising and donations, while continuing to build on all social enterprise partnerships formed across the practice

03

Inclusive design

Building on what we've already learned this year about designing more inclusive learning environments, airports, and workplaces so we can create more truly inclusive spaces and places for all

OUR AIMS FOR 2026

03

GOVERNANCE



OUR FOCUS AREAS FOR 2025



01

Diversity + inclusion

Enhancing our people-focused policies and the initiatives we undertake to make a meaningful impact in our practice



02

Gender pay gap

Building on initiatives already in place to attract, retain, and grow senior women in our practice



03

Supply chain

Holding ourselves, our consultants and our suppliers accountable for responsible, equitable, and safe operations

Governance

Diversity + inclusion

We actively promote an inclusive workplace culture, embracing and celebrating diversity at all levels of our organisation.

We're committed to providing an environment where staff and others in our workplace are treated fairly and with respect, free from discrimination, harassment and bullying.

As a practice, we continually assess and enhance our diversity programs. We want to ensure our outreach and retention efforts are among the best in the industry and that we're genuinely cultivating a diverse community.

Employment opportunities for people with disability

We work with job support agencies to employ people with diverse needs as Front-of-House Assistants in our large-scale East Coast studios in Sydney, Brisbane and Melbourne. These employees are valued members of our team who make significant contributions to our day-to-day operations and our studio culture.

Promoting a rich, culturally diverse workplace

We create a culturally safe work environment via our Equal Opportunity Policy, our overarching ethos of inclusivity, and our ongoing efforts to build a diverse workforce.

Around 11.7% of our 800+ workforce come from non-English speaking backgrounds across 26 countries. We regularly celebrate this diversity with in-house events focused on food, music, and culture.

Training on diversity and inclusion

Over the past year we strengthened our commitment to Diversity and Inclusion (D&I), giving staff access to a suite of learning programs from SBS Inclusion. In 2026 we'll be starting a new partnership with the Equality Institute to further our understanding of unconscious bias and our ability to successfully address it as a practice. This will help ensure we foster a culturally sensitive and inclusive workplace.

Industry bodies focused on equity

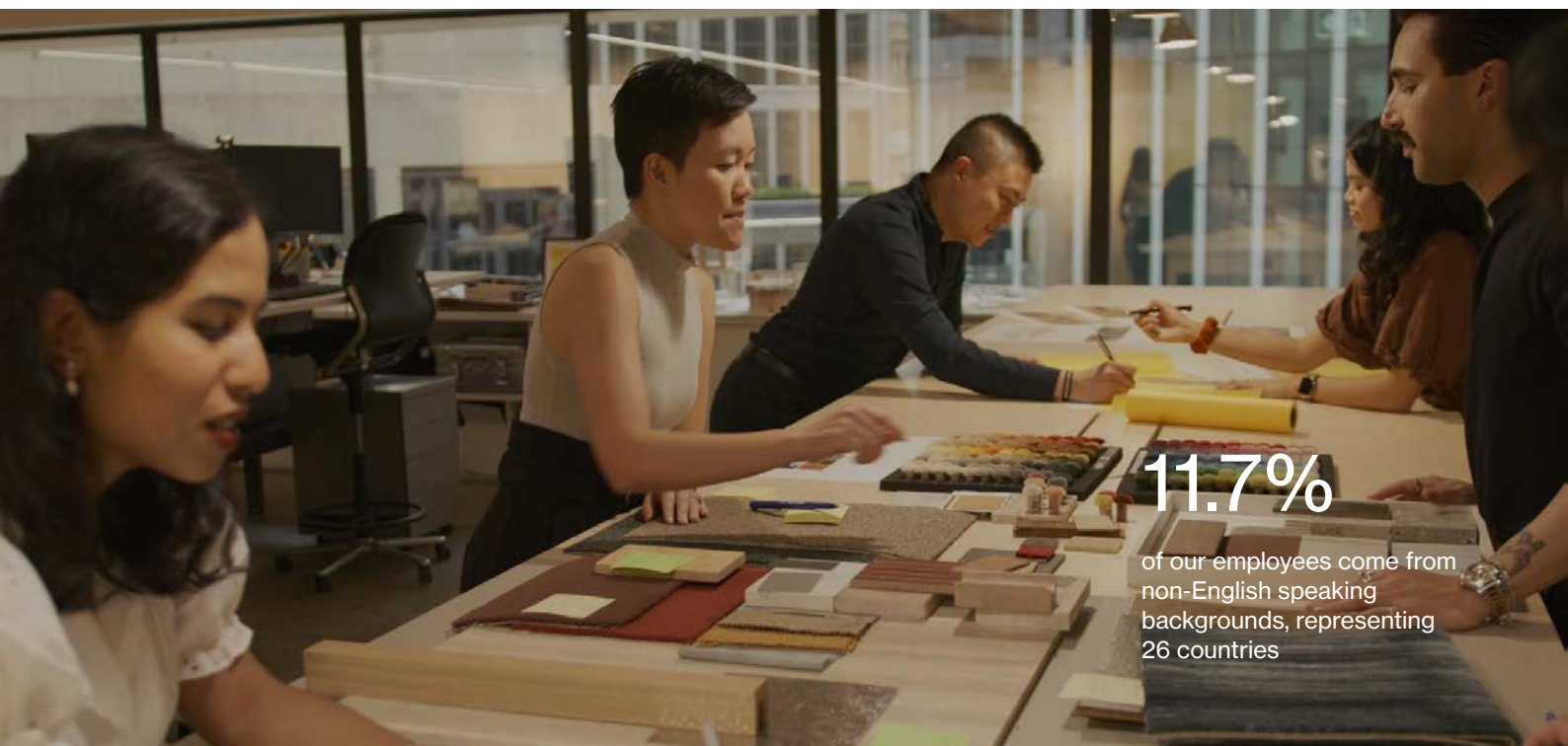
A number of senior women in our practice play an active role in Diversity, Equity and Inclusion (DEI) groups and initiatives within our industry, including by serving on state-level DEI committees with the [Property Council of Australia \(PCA\)](#), and acting as mentors with the [National Association of Women in Construction \(NAWIC\)](#).

Architectus is also an involved 'Provocateur' member and supporter of [Parlour](#), an advocacy group working to improve gender equity in the architecture and built environment professions.

"You always know you're paving the path for others to come through."

Principal and Health Sector Leader Rebecca Moore, who's played an active role in NAWIC

Below:
Collaboration in
our Sydney studio



11.7%

of our employees come from non-English speaking backgrounds, representing 26 countries

Governance

Gender pay gap

We're making progress toward improving the representation of women in senior leadership at Architectus.

In our practice and industry, men have typically held more of these senior positions, with contributing factors including a lack of female role models, career breaks to have children, part-time work and unconscious bias.

Data for 2024-25 from the Workplace Gender Equality Agency (WGEA) shows we reduced our median gender pay gap from 19.3% to 15.8% – the third consecutive year of reductions.

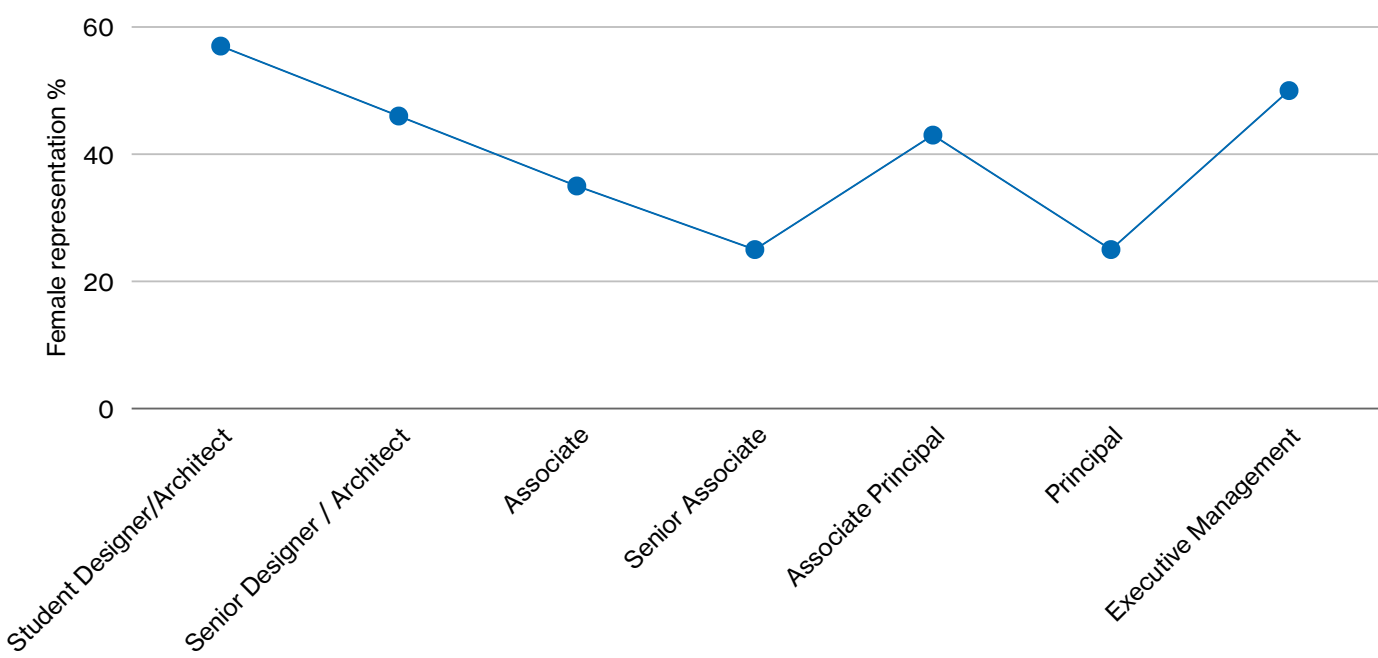
Nationally, the average total remuneration gender pay gap is 21.1%. WGEA considers the gap closed when it sits between –5% and +5%. While our stats show we're ahead of our industry peers, we still have plenty to do.

We've already worked to ensure more than 50% of our student and graduate hires are women. At our highest executive level, we've also achieved 50% representation of women on our board and management groups.

Where our gap widens is in senior management – primary years for raising young families, a role that still largely lives with women. That's what makes our parental leave and return-to-work policies valuable levers in working to close the gender pay gap – something our firm has invested \$5.8 million in since 2018.

In 2025 we've committed to launching a research initiative focusing on our return-to-work parents as part of our efforts to address the gap. The research will look at the lived experience of our policies and return-to-work practices, helping us find more ways to support and retain women with young families.

Female representation across our design co-hort



*Data from WGEA reporting period 2024-25

Governance

Supply chain

Social procurement approach

Social procurement is embedded in our ESG Strategy, recognising that our work impacts not just our employees and clients but the wider community. We're committed to acting ethically and responsibly in all areas of our operations and to generating positive impacts for people and planet.

Each year our direct and indirect purchases of goods and services are worth millions of dollars. This gives us a sense of responsibility, knowing the major role the built environment plays in fostering resilient communities. Our Social Procurement Strategy helps us turn opportunities into action within this sphere.

- We're a member of leading industry body, [Social Traders](#), and we actively engage with suppliers to ensure they're aligned with our operations as well as the material, equipment, fittings, fixtures, and expertise we specify on projects.
- We have established ongoing working relationships with First Nations collaborators and advisors. We're connected to [Supply Nation](#), which supports the growth, visibility and use of Aboriginal and Torres Strait Islander-owned and operated businesses. We have also worked with First Nations-focused [Kinaway Chamber of Commerce](#) on specific projects, notably the First Nations runway at Melbourne Fashion Festival.
- Our [Supplier Code of Conduct](#) outlines our commitment to upholding the highest ethical standards in our business dealings and sets our expectations for suppliers to do the same.

Below:
Principal Troy King
working with [Assemble Studio](#), which designs and manufactures Australia's first and only bamboo demountable partition system.



Governance

Supply chain

Supporting social enterprises

In FY25 around 4% of our total third-party spend supported social enterprises and Aboriginal and Torres Strait Islander-owned and operated businesses. Our target is to increase this third party spend on a year on year basis with incremental growth relative to the previous year.

Some of the social enterprises we partnered with in 2025 include:

- First Nations design consultants Balart Mura (VIC), Yerrabingin (NSW) and Blaklash (QLD)
- Operations-related companies such as Fruit2Work, which provides employment to prison-leavers; 100% Indigenous-owned apparel company Worimi Promo, Indigenous-owned and operated protective equipment provider Panku Safey, and catering and gifts company Two Good Co, which helps vulnerable women break the cycle of disadvantage
- Project Net Zero, a 100% Indigenous-owned and operated company, which helped us responsibly de-fit two former premises during our Brisbane studio relocation

Modern Slavery Statement

At Architectus we want to do our part to end exploitative labour practices. One of the most effective ways we can make a positive impact is by actively engaging with our supply chains.

In December 2025 we completed our third Modern Slavery Statement, making solid progress on the strong foundations already in place.

We achieved all our committed actions in FY25, including introducing software to support supplier qualification, rolling out human rights training for senior management, introducing multiple new policies and improving relevant existing policies.

Over the current year, we'll take steps to centralise and strengthen what we've learned and continue to directly engage with our supply chain through the strong processes we established last year.

Ultimately, our aim is to make our industry better and fairer for the people and organisations working with us.

[Read our Modern Slavery statement here](#)

4%

of our total 3rd party spend in FY25 supported Social Enterprises and Aboriginal and Torres Strait Islander-owned and operated businesses

Below:
Two Good Co Impact
Volunteer Day 2025



01

Diversity + inclusion

Maintaining a culturally sensitive and inclusive workplace, including through a new partnership with the Equality Institute looking more closely at unconscious bias

02

Gender pay gap

Continuing to focus on the experiences of our return-to-work parents, including through research initiatives and regular feedback from our team

03

Supply chain

Increasing our annual third-party spend in support of social enterprises and businesses owned and operated by Aboriginal and Torres Strait Islander peoples

OUR AIMS FOR 2026

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